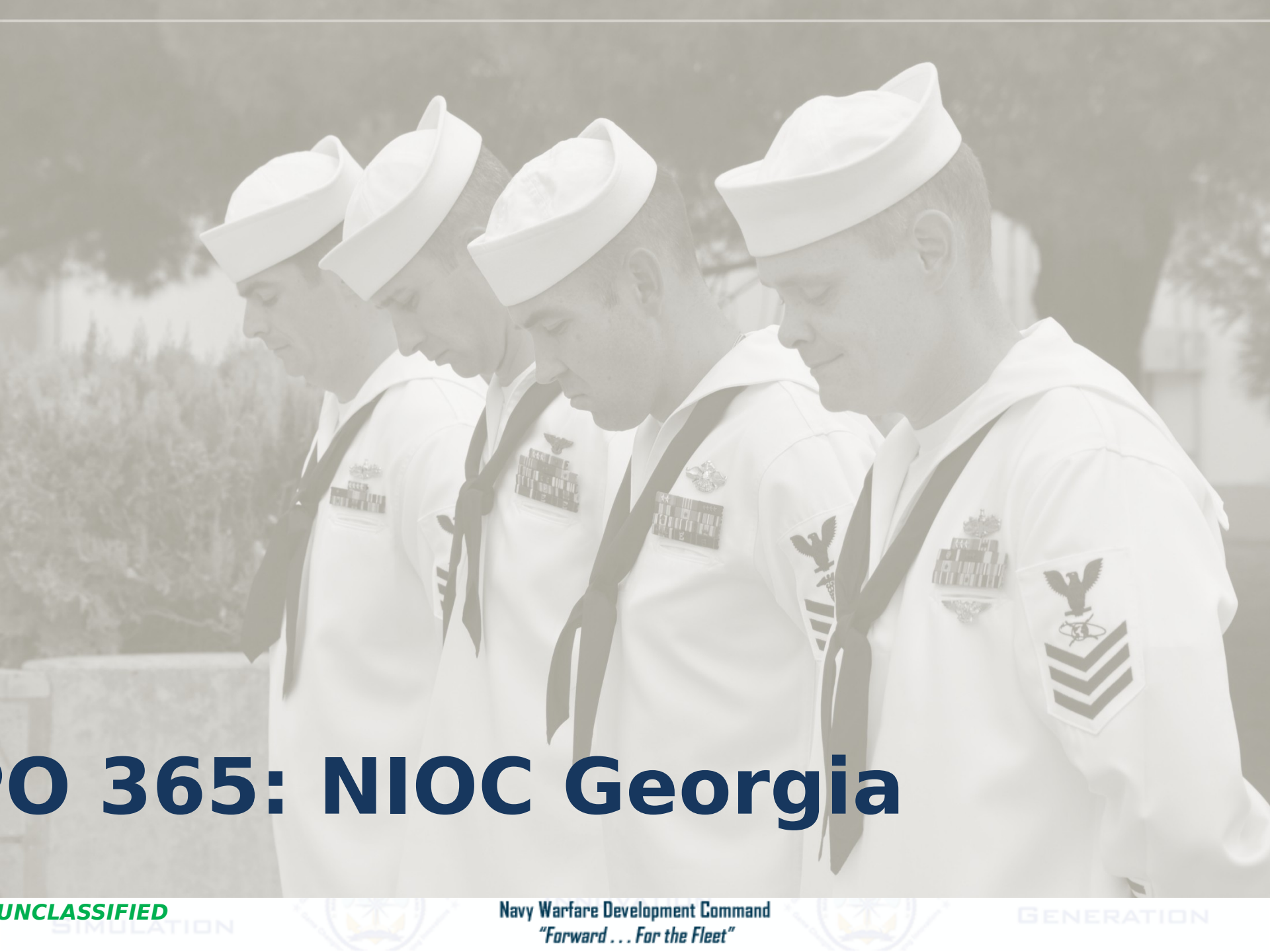




O 365: NIOC Georgia

UNCLASSIFIED

Navy Warfare Development Command
"Forward... For the Fleet"

GENERATION



CPO-365: the Background



UNCLASSIFIED

- CPO-365 is a three-phase process, established by (retired) Master Chief Petty Officer of the Navy (MCPON) Rick West, that combines training, networking, and events that are designed to unite FCPOs and CPOs during the entire CPO selection process without leaving behind those not selected
- The program is championed by Master Chief Petty Officer of the Navy (MCPON) Mike Stevens and run by Command Master Chiefs (CMDCCM) across the world

UNCLASSIFIED



CPO 365 Training



UNCLASSIFIED

- Phase 1
 - Starts on September 17
 - All FCPOs mandated to participate in Chief-led training, helping them learn and develop as a group
 - Wardrooms are also expected to participate in the training and mentoring of FCPOs
- Phase 2
 - Will begin when the board eligible results are released
 - Periodic CPO/FCPO wardroom combined training/teambuilding and PT events
 - Community service event with CPO/FCPO Mess
 - CDBs take place for Sailors who didn't make board

UNCLASSIFIED



CPO 365 Training cont.



UNCLASSIFIED

- Phase 3
 - Induction is when the FCPO becomes a selectee
 - It is designed as the final training period to better prepare a selectee for his/her entry into the Chiefs' Mess
 - Protocols for CPO 365 activities include that alcohol is prohibited at any event involving interaction between CPOs and selectees, no profanity is allowed and any "final test" before official promotion can begin no earlier than 6 a.m. and end by midnight
 - Hazing is prohibited

UNCLASSIFIED



Challenges

UNCLASSIFIED

- NIOC Georgia Command Master Chief (CMDPCM) (SW/SS/FMF) Larry D. Howard wanted to fully embrace MCPON's vision while personalizing it to give the new, unfamiliar program some credibility with his Sailors
- NIOC GA has a huge FCPO Mess (290 members) so it had to be a program that was manageable to execute
- The Chiefs' Mess was skeptical of the new program since they had all gone through the original "induction" process
 - Concerned "kinder, gentler Navy syndrome" was eroding the principles for which the Chiefs' Mess stands

UNCLASSIFIED



CPO-365 NIOC GA

UNCLASSIFIED

- NIOC Georgia has elevated their CPO-365 program utilizing a system of ten “ships” that contain an even number of Sailors that range from FCPOs to JOs from all departments
 - Sailors will be held accountable for specific elements of the program by their Immediate Supervisor in Charge (ISIC)
 - One of the command’s MCPOs
- The chain of command concept within the new ship system allows for own-ship accountability as opposed to a single point of failure
 - Each ship is comprised of 1-2 SCPOs, 6-7 CPOs, and 30 FCPO
 - JO participation is optional but there has been good participation
 - Senior Chiefs are learning how to be MCPOs

UNCLASSIFIED



CPO-365 NIOC GA

UNCLASSIFIED

- In addition to the functionality of how the ships are run, there are significant continuous tie-ins to sailorization, Navy heritage, and information dominance warfare training
- Shore Sailors gain the opportunity to be a part of a ship, its heritage and participate in drills similar to those run while underway
 - If a Sailor is unaccounted for during muster at physical training, the ship can hold a man overboard drill

UNCLASSIFIED



Heritage

UNCLASSIFIED

- The incorporation of heritage during training is intended to not only reeducate Sailors on their Navy's past but to focus on elements of importance to the command
- The ship names hold a significant place in history such as the USS Nautilus (SSN-571), USS Stark (FFG-31) and USS Pueblo (AGER-2)
- Each ship utilized has a connection to NIOC Georgia either directly or related to their mission

VAQ-134

UNCLASSIFIED



Added Benefits

UNCLASSIFIED

- JOs are being mentored by the Chiefs and have the opportunity to provide mentorship to the FCPOs
 - Chiefs training JOs is a constant deficit throughout the Navy
- Each ship takes on the role of what used to be a command committee, giving each ship specific responsibilities within the command
 - Committee examples: PT program, command picnic planning, CFC, etc.

Combat iPad

9

UNCLASSIFIED



Keys to Success

UNCLASSIFIED

- CO was a prior SCPO with deep rooted interest in the training of both his officers and CPOs
- Despite bad attitudes, those who believed in the program kept pushing forward and were able to change a lot of perspectives
- Enthusiasm is contagious! The more excited the FCPOs were, the more encouraged the CPOs were to continue the program

UNCLASSIFIED



Case Study POC

UNCLASSIFIED

CTI1 Brian Fromal
NAVIOCOM Georgia
brian.k.fromal.mil@mail.mil
762-206-6178

UNCLASSIFIED

Navy Warfare Development Command
"Forward . . . For the Fleet"